

The University of Maine DigitalCommons@UMaine

Maine Town Documents

Maine Government Documents

11-2007

Town of Sabattus Municipal Charter

Sabattus (Me.)

Follow this and additional works at: <https://digitalcommons.library.umaine.edu/towndocs>

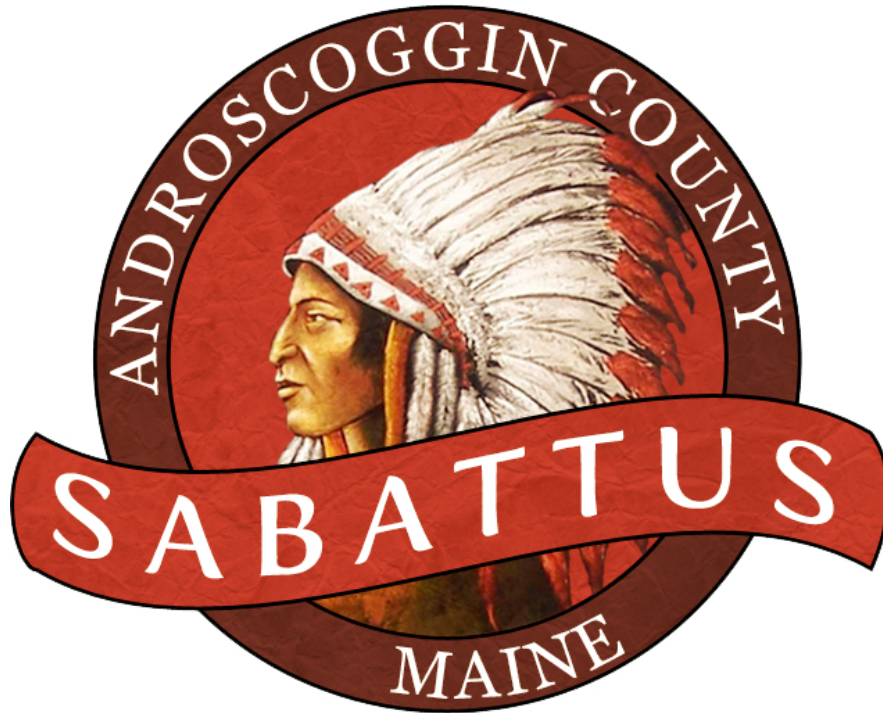
Repository Citation

Sabattus (Me.), "Town of Sabattus Municipal Charter" (2007). *Maine Town Documents*. 796.
<https://digitalcommons.library.umaine.edu/towndocs/796>

This Plan is brought to you for free and open access by DigitalCommons@UMaine. It has been accepted for inclusion in Maine Town Documents by an authorized administrator of DigitalCommons@UMaine. For more information, please contact um.library.technical.services@maine.edu.

Town of Sabattus

Municipal Charter



Adopted November 2007

Amended: 11/06/2012

Table of Contents

ARTICLE I – Grant of Powers to the Town	1.1 Incorporation 1.2 Powers and Duties 1.3 Construction 1.4 Intergovernmental Relations 1.5 Amending the Charter 1.6 Periodic Review
ARTICLE II – Board of Selectmen	2.1 Composition, Eligibility, Election and Terms 2.2 General Powers and Duties 2.3 Compensation 2.4 Chair 2.5 Secretary to the Board of Selectmen 2.6 Proceedings of the Board of Selectmen 2.7 Investigations and Subpoena Power 2.8 Emergency Ordinances 2.9 Prohibitions 2.10 Vacancies; Forfeiture of Office; Filling of Vacancies 2.11 Judge of Qualifications
ARTICLE III – Town Manager	3.1 Appointment; Qualifications; Compensation 3.2 Powers and Duties of the Town Manager 3.3 Removal 3.4 Absence of Town Manager; Vacancy
ARTICLE IV – Schools Department	4.1 Schools Committee; Qualifications; Election & Term 4.2 Powers and Duties 4.3 Salary 4.4 Chair 4.5 Vacancy; Forfeiture of Office; Filling of Vacancies
ARTICLE V – Administrative Organization and Departments	Part 1. General Administration 5.1.1 Creation of Departments 5.1.2 Direction by Manager Part 2. Personnel Administration 5.2.1 Merit Principle 5.2.2 Personnel Director 5.2.3 Personnel Rules Part 3. Tax Administration 5.3.1 Board of Assessment Review Part 4. Town Clerk 5.4.1 Town Clerk Part 5. Other Boards and Agencies 5.5.1 Planning Board 5.5.2 Board of Appeals 5.5.3 Budget Committee 5.5.4 Conservation Commission 5.5.5 Appointments Generally Part 6. Vacancies 5.6 Vacancy; Forfeiture of Office; Filling of Vacancies

ARTICLE VI – Financial Provisions	6.1 Fiscal Year 6.2 Submission of Budgets 6.3 Budgets 6.4 Major Appropriations 6.5 Budget Establishes Appropriations 6.6 Amendments after Adoption 6.7 Lapse of Appropriation 6.8 Audit 6.9 Capital Program 6.10 Bond Issues 6.11 Excise Tax Money 6.12 Grants
ARTICLE VII – Town Meeting	7.1 Authority and Membership 7.2 Annual Town Meeting 7.3 Notification, Posting and Public Hearings 7.4 Moderator 7.5 Clerk of the Town Meeting 7.6 Warrant Articles 7.7 Closing of the Warrant for Annual Town Meeting. 7.8 Legislative Authority of Town Meeting 7.9 Special Town Meetings
ARTICLE VIII – Nominations and Elections	8.1 Municipal Elections 8.2 Nomination by Petition 8.3 Voting Place 8.4 Order of Names on the Ballot 8.5 Determination of Election Results 8.6 Voting Machines
ARTICLE IX –Special Town Meeting and Recall	Part 1. General Provisions 9.1.1 General Authority Part 2. Petitions on Ordinances 9.2.1 Commencement of Proceedings; Petitioners' Committee; Affidavit 9.2.2 Content of Petitions; Time for Filing 9.2.3 Procedure after Filing 9.2.4 Special Town Meeting Petitions; Suspension of Effect of Adopted Ordinance 9.2.5 Action on Petitions 9.2.6 Results of Special Town Meeting Part 3. Recall 9.3.1 Recall Part 4. Petitions on Budget Appropriations or Articles 9.4.1 Commencement of Proceedings; Petitioner's Committee Affidavit 9.4.2 Content of Petitions; Time for Filing 9.4.3 Procedure after Filing 9.4.4 Special Town Meeting Petitions; Suspension of Effect of Budget Articles 9.4.5 Action on Petitions 9.4.6 Results of Special Town Meeting
ARTICLE X – General Provisions	10.1 Terms of Elected Officials 10.2 Oath of Office 10.3 Conflicts of Interest 10.4 Prohibited Activities 10.5 Separability 10.6 Repealing Clause 10.7 Short Title

ARTICLE XI – Transitional Provisions	11.1 – Effective Date
	11.2 – Board of Selectmen; Sabattus Sanitary District Board of Trustees
	11.3 – School Committee
	11.4 – Budget Committee
	11.5 – Budget
	11.6 – Town Manager
	11.7 – Existing Ordinances
	11.8 – Existing Officers and Employees
	11.9 – Existing Contracts and/or Obligations
	11.10 11.1 – Transitional Ordinances

ARTICLE I

GRANT OF POWERS TO THE TOWN

1.1 Incorporation. The inhabitants of the Town of Sabattus, within the limits as now established or as hereafter established in the manner provided by law, shall be a municipal corporation by the name of the Town of Sabattus.

1.2 Powers and Duties. The Town shall have, exercise and enjoy all the rights, immunities, powers, privileges and franchises, and shall be subject to all the duties, liabilities and obligations provided for herein, or otherwise pertaining to or incumbent upon said Town as a municipal corporation, or the inhabitants or municipal authorities thereof. It may enact bylaws, regulations and ordinances not inconsistent with the Constitution and laws of the State of Maine ("the general law"), and impose penalties for the breach thereof, to be recovered for such uses as said bylaws, regulations and ordinances shall provide. The Town may acquire property within or without its corporate limits for any town purpose, in fee simple or any lesser interest or estate, by purchase, gift, devise, lease or condemnation, and may sell, lease, mortgage, hold, manage and control such property as its interest may require.

1.3 Construction. In this Charter, mention of a particular power shall not be construed to be exclusive or to restrict the scope of the powers that the Town would have if the particular power were not mentioned. The Charter shall be liberally construed to the end that the Town may have all the powers necessary or convenient for the conduct of its municipal affairs, including all powers the Town may assume pursuant to the general law.

1.4 Intergovernmental Relations. The Town may exercise any of its powers or perform any of its functions and may participate in the financing thereof, jointly or in cooperation, by contract or otherwise, with any one or more municipalities, states or civil divisions or agencies thereof, or of the United States or any agency thereof.

1.5 Amending the Charter. Amendments, modifications, and revisions to this Charter shall be made pursuant to applicable provisions of the general law.

1.6 Periodic Review. This Charter will be reviewed at least every ~~ten (10)~~ five (5) years; unless the Board of Selectmen makes a determination that earlier review is necessary.

ARTICLE II

BOARD OF SELECTMEN

2.1 Composition, Eligibility, Election and Terms

- a. **Composition.** There shall be a Board of Selectmen of five (5) members. The registered voters of the Town shall elect each member of the Board of Selectmen.
- b. **Eligibility.** Only qualified voters of the Town who reside in the Town shall be eligible to be nominated, to be elected, and to hold the office of Selectman, and each Selectman shall be sworn in the manner hereinafter prescribed. Selectmen shall establish such residence no later than the earliest date on which nomination petitions for the office may be circulated.
- c. **Election, Terms.** Selectmen shall be elected to serve staggered three-year terms as provided for in Articles VIII and X, ~~and the transitional provisions provided for in Article XI.~~

2.2 General Powers and Duties. Subject to the provisions of this Charter, the Board of Selectmen shall constitute the municipal officers of the Town, shall provide for the exercise of all powers and for the performance and administration of all the fiscal, prudential and municipal affairs of the Town, and shall have the powers and duties given to Board of Selectmen and municipal officers under the general laws of the State of Maine, and such additional powers and duties as may be authorized by this Charter, by ordinance, or by vote of the Town Meeting. Except as otherwise provided for in this Charter and except in cases where the Board of Selectmen is expressly authorized to enact and amend ordinances under the general law, all the legislative powers of the Town shall be vested in the Town Meeting, and the Town Meeting shall be and constitute the legislative body of the Town as that term is used in the general law. Notwithstanding the foregoing, the Board of Selectmen shall have the authority to do the following:

- (i) To pay outstanding balances and overdrafts for the fiscal year out of the surplus account or any surplus funds, and to decide what to carry over at fiscal year-end, unless otherwise provided for by the general law;
- (ii) To sell and dispose of any real estate acquired by the Town for non-payment of the taxes, thereon, on such terms as it deems advisable and to execute and deliver quitclaim deeds for such, unless prohibited by law;
- (iii) To dispose of any Town-owned personal property with an estimated value of greater than five hundred dollars (\$500.00) by competitive bid only, unless doing so is prohibited by law; and,
- (iv) To assist taxpayers with establishing and implementing tax payment programs, both as prepayment and late-payment programs; provided that taxpayers paying taxes after scheduled due dates must be assessed and pay reasonable late-payment interest fees ~~and other costs, as at a rate~~ determined annually by the ~~voters~~ Board of Selectmen.

2.3 Compensation. The annual salary of Selectmen shall be established by the Town Meeting, but no ordinance increasing or decreasing the salary of members of the Board of Selectmen shall become effective until the commencement of the next fiscal year.

2.4 Chair.

- a. **Election and Term.** At the first meeting of the Board of Selectmen held after each regular election, or as soon thereafter as practicable, it shall elect, by a majority vote of the entire Board of Selectmen, one of its members as Chair and one of its members as Vice-Chair for the ensuing year, and the Board of Selectmen shall fill, for an unexpired term, any vacancy in the office of Chair or Vice-Chair that may occur. The Chair shall be recognized as head of the Town government for all ceremonial purposes and by the Governor for purposes of military law, but the Chair shall have no regular administrative duties. In the temporary absence or disability of the Chair, the Vice-Chair shall exercise all the powers of the Chair during such temporary absence or disability of the Chair. It shall be the duty of the Chair to: (1) preside at all meetings of the Board of Selectmen; (2) develop, after consultation with the Town Manager, the agenda for Board of Selectmen meetings, provided that no Selectman shall be denied the right to place an item on the agenda; and, (3) after consultation with the Board of Selectmen, represent the Board of Selectmen in all dealings with the Town Manager and with all statutory and advisory boards, commissions and committees in person or by delegation.

~~b. **Term Limit.** No member of the Board of Selectmen shall be eligible for election as Chair or Vice-Chair for more than two (2) consecutive one-year terms. For purposes of this Section, election to an unexpired term of less than six (6) months shall not be considered a term.~~

- ~~c.b.~~ **Removal.** The Board of Selectmen may remove the Chair by a vote of three (3) Selectmen, after public notice, notice in writing to the Chair, and a public hearing. The Chair may elect to waive the requirements for public notice and/or a public hearing.

2.5 Secretary to the Board of Selectmen. In addition to the statutory duties of the Town Clerk, the Town Clerk shall act as Secretary of the Board of Selectmen and shall make and maintain a public record of all proceedings of the Board of Selectmen, including all votes, and shall perform such other duties as may be assigned to him or her by this Charter or the Board of Selectmen. In the absence of the Clerk, the Town Manager may delegate any of said duties to one or more subordinates.

2.6 Proceedings of the Board of Selectmen.

- a. **Meetings.** The Board of Selectmen shall meet regularly at least once each month at such times and places as the Board of Selectmen may prescribe. Special meetings may be held on the call of the Chair or of three (3) or more members of the Board of Selectmen by causing notification to be given in hand or left at the usual dwelling place of each Selectman. If practicable, such notice shall be given not less than twelve (12) hours before the special meeting and shall be published in a newspaper or newspapers having general circulation in the Town [and/or through electronic means such as email or the Town website](#).
- b. **Rules.** The Board of Selectmen shall determine its own rules of procedure and order of business consistent with this Charter [and Roberts Rules of Order](#).
- c. **Voting.** Voting shall be by show of hands except that a vote recording the yeas and nays of the Selectmen shall be taken upon the request of any Selectman. A majority of the members of the Board of Selectmen shall constitute a quorum, and no vote shall be taken in the absence of a quorum, but a smaller number may adjourn from time to time and may compel the attendance of absent members in the manner and subject to the penalties prescribed by the rules of the Board of Selectmen. No other action of the Board of Selectmen shall be binding or valid unless adopted by three (3) or more affirmative votes.

2.7 Investigations and Subpoena Power. The Board of Selectmen may make investigations into the affairs of the Town and the conduct of any Town department, office or agency and for this purpose may establish by rule a hearing procedure that includes the issuance of subpoenas to compel the attendance of witnesses and the production of evidence, the administering of oaths, the taking of testimony, and other procedures. The Town Meeting, at the request of the Board of Selectmen, may establish by ordinance a hearing procedure.

2.8 Emergency Ordinances. The Board of Selectmen shall have the power to enact emergency ordinances to meet a public emergency affecting life, health, property, or the public peace. An emergency ordinance shall be plainly designated as such and shall contain a statement that an emergency exists and describing it in clear and specific terms. An emergency ordinance may be adopted at the meeting at which it is introduced without a second reading upon affirmative vote of at least three (3) members of the Board of Selectmen. It shall become effective at the time of adoption or at such later time as the Board of Selectmen may specify. An emergency ordinance may be repealed by the adoption of a repealing ordinance in the same manner as the emergency ordinance was originally adopted by the Board of Selectmen. Every emergency ordinance shall stand repealed as of the ninety-first (91st) day following the date on which it was adopted; but, this shall not prevent reenactment of the ordinance in the manner specified in this section, if the emergency still exists. Every emergency ordinance may also be reconsidered and repealed at a special or annual Town Meeting, and if an emergency ordinance is repealed at a special or annual Town Meeting it shall not be reenacted by the Board of Selectmen for a period of at least six months from the date of repeal.

2.9 Prohibitions.

- a. **Holding Other Office.** Except pursuant to an agreement under the Interlocal Cooperation Act, no Selectman shall hold any other Town office or employment by the Town while holding the office of Selectman, and no former Selectman shall hold any compensated appointive Town office or Town employment until one year after leaving office of Selectman.
- b. **Appointments and Removals.** The Town Manager's appointments and removals of the offices and positions listed in Section 5.1.2 of this Charter shall be subject to confirmation by the Board of Selectmen. Except as provided herein, neither the Board of Selectmen nor any of its members shall in any manner dictate the appointment or removal of any Town administrative officers or employees within the jurisdiction of the Town Manager or his or her subordinates, but the Board of Selectmen may express its views and fully and freely discuss with the Manager anything pertaining to the appointment and removal of such officers and employees. When appropriate such discussions shall be held in executive session.
- c. **Interference with Administration.** Except for the purpose of inquiries and investigations under Section 2.7, the Board of Selectmen or its members shall deal with the Town officers and employees who are subject to the direction and supervision of the Manager solely through the Manager, and neither the Board of Selectmen nor its members shall give orders to any such officer or employee, either publicly or privately.

2.10 Vacancies; Forfeiture of Office; Filling of Vacancies.

- a. **Vacancies.** The office of Selectman shall become vacant upon a Selectman's non-acceptance, death, resignation, failure to qualify for the office within ten days after written demand of the Board of Selectmen, forfeiture of office, or failure of the municipality to elect a person to the office.
- b. **Forfeiture of Office.** A Selectman shall forfeit the office if the Selectman (1) lacks at any time during his or her term of office any qualifications for the office prescribed by this Charter or by law, (2) violates any express prohibition of this Charter, (3) is convicted of any crime or offense which is reasonably related to his or her ability to serve as Selectman, or (4) fails to attend three (3) consecutive regular meetings of the Board of Selectmen without being excused by the Board of Selectmen. If a Selectman is convicted of a crime or offense which is reasonably related to his or her ability to serve as Selectman, he or she shall not be eligible to run for the office of Selectman for a period of three (3) years beyond the later of the date of conviction or the expiration of his or her period of incarceration or probation.
- c. **Filling of Vacancies.** If a seat on the Board of Selectmen becomes vacant more than six (6) months prior to the next regular Town election, the vacancy shall be filled for the unexpired term by a special election held within sixty (60) days from the date the vacancy occurred. If a seat on the Board of Selectmen becomes vacant within six (6) months prior to the next regular Town election, the Board of Selectmen shall appoint a qualified person to fill the vacancy until the next regular Town election.

2.11 Judge of Qualifications. The Board of Selectmen shall be the judge of the election and qualifications of all officers elected by the voters under this Charter and of the grounds for forfeiture of their office and for that purpose shall have the power to issue subpoenas to compel the attendance of witnesses and the production of evidence as provided for in Section 2.7 of this Charter. An officer charged with conduct constituting grounds for forfeiture of office shall be entitled to a public hearing if the officer requests one in writing within five (5) days after the officer is given notice that the Board of Selectmen will examine the question, and notice of such hearing shall be published in one or more newspapers of general circulation in the municipality at least seven (7) days in advance of the hearing.

ARTICLE III

TOWN MANAGER

3.1 Appointment; Qualifications; Compensation. The Board of Selectmen shall appoint a Town Manager for an indefinite term or a definite term by contract and fix his or her compensation. The Manager shall be appointed solely on the basis of character and executive and administrative qualifications with special reference to actual experience in, or knowledge of, accepted practice in respect to the duties of office as hereafter set forth. The Manager need not be a resident of the Town or State at the time of appointment but may reside outside the Town of Sabattus while in office only with the approval of the Board of Selectmen.

3.2 Powers and Duties of the Town Manager. The Town Manager shall be the chief administrative officer of the Town and the head of the administrative branch of the Town government. The Manager shall be responsible to the Board of Selectmen for the proper administration of all affairs of the Town. Subject to the provisions of this Charter, the Manager shall have all of the powers and authority of a town manager under the general law, and without limiting the generality of the foregoing, the following powers and duties:

- a. Subject to the provisions of Section 2.9(b), the Manager shall appoint, prescribe the duties of, supervise, and, when necessary for the good of the Town, suspend or remove all town employees and appointive administrative officers provided for by or under this Charter, except as otherwise provided by law, by this Charter, or by personnel rules adopted pursuant to this Charter. The Manager may authorize any administrative officer who is subject to his or her direction and supervision to exercise these powers with respect to subordinates in that officer's department, office or agency.
- b. The Manager shall direct and supervise the administration of all departments, offices and agencies of the Town except as otherwise provided by this Charter or by the general law.
- c. The Manager shall attend all meetings of the Board of Selectmen except when his or her attendance is excused by the [Chair of the](#) Board of Selectmen, and except when his or her removal is being considered, and shall have the right to take part in discussion but may not vote.
- d. The Manager shall see that all laws, provisions of the Charter, Town ordinances, and acts of the Board of Selectmen, subject to enforcement by him or her or by officers subject to his or her direction and supervision, are faithfully executed.
- e. The Manager shall prepare and submit the annual Department Budget, the annual capital program and annual financial and administrative reports to the Board of Selectmen and be responsible for the administration of the annual Department Budget and capital program after their adoption.
- f. The Manager shall act as purchasing agent for all departments of the Town, ~~except the School Department.~~
- g. The Manager shall prepare and submit to the Board of Selectmen such reports and shall perform such duties as the Board of Selectmen may require and shall make such recommendations to the Board of Selectmen concerning the affairs of the Town as he or she deems desirable or as the Board of Selectmen may request.
- h. The Manager shall act as the Town representative for grant applications, both public and private, and shall actively pursue grants involving money, equipment, and other awards, that can benefit the Town.

3.3 Removal. The Board of Selectmen may remove the Manager from office in accordance with the following procedures:

- a. The Board of Selectmen shall adopt by affirmative vote of a majority of all its members a preliminary resolution, which shall state the reasons for removal and may suspend the Manager from duty for a period not to exceed thirty (30) days. A copy of the resolution shall be delivered to the Manager within five (5) days of the vote.
- b. Within five (5) days after the delivery of a copy of the resolution, the Manager may file with the Board of Selectmen a written request for a public hearing. Unless otherwise agreed, the hearing shall be held at a Board of Selectmen meeting not earlier than ten (10) nor later than twenty (20) days after the request is filed. The Manager may file with the Board of Selectmen a written reply not later than five (5) days before the hearing.
- c. The Board of Selectmen may adopt a final resolution of removal, which may be made effective immediately, by affirmative vote of a majority of all its members at any time after ten (10) days from the date when a copy of the preliminary resolution was delivered to the Manager, if the Manager has not requested a public hearing, or at any time after the public hearing, if one has been requested.
- d. The Manager shall continue to receive his or her salary until the effective date of a final resolution of removal.

3.4 Absence of Town Manager; Vacancy. In any case involving the Manager's absence or disability for a period which is reasonably expected to be twenty-one (21) days or less, the Manager shall designate in writing, subject to the approval of the Board of Selectmen, a qualified administrative officer of the Town to exercise the powers and perform the duties of the Manager as acting Town Manager during such absence or disability and shall file said designation with the Town Clerk. During such absence or disability, the Board of Selectmen may revoke such designation at any time and appoint another qualified person other than a member of the Board of Selectmen, to serve until the Manager shall return or his or her disability shall cease. In any case in which the absence or disability is reasonably expected to exceed twenty-one (21) days, or in the event the Office of Town Manager becomes vacant by death, resignation, removal or otherwise, the Board of Selectmen shall appoint the acting Town Manager.

ARTICLE IV

SCHOOLS DEPARTMENT

4.1 Schools. ~~The public school education of Town of Sabattus K-12 students shall be through Regional School Unit 4 or its successor, whether another regional entity or a municipal school, pursuant to the provisions of the laws of the State of Maine. In the event that the Board of Regional School Unit 4 or its successor authorizes the formation of local school committees for member municipalities, a local school committee shall be established in accordance with 20-A M.R.S.A. §§ 2301 et seq.~~ **4.1 School Committee; Qualifications; Election & Term.** ~~There shall be a School Committee of five (5) members nominated and elected by the qualified voters of the Town as provided in Article VIII. Only qualified voters of the Town shall be eligible to be nominated, to be elected, and to hold the office of School Committee member. School Committee members shall be elected at regular municipal elections and shall serve staggered three-year terms as provided for in Articles VIII and X, and the transitional provisions in Article XI.~~

4.2 Powers and Duties. ~~The School Committee shall have all the powers and duties prescribed for superintending school committees by the general laws. The School Committee shall direct the operations~~

~~of the School Department of the Town and for financial purposes shall be governed by Article VI. Subject to the general law, and the limitations set forth in this Charter, the School Committee shall have the authority to authorize the expenditures of grants, gifts, devises, bequests, any additional State money over and above the amounts anticipated as revenues in the approved School Budget, unexpended balances, tuition receipts, local appropriations, state subsidies, and any other receipts for the support of schools, which may be available through State allocation funds to support education.~~

~~**4.3 Salary.** The compensation of the School Committee shall be established by Town Meeting.~~

~~**4.4 Chair.**~~

- ~~a. **Election and Term.** At the first meeting of the School Committee held after each regular election, or as soon thereafter as practicable, the School Committee shall elect, by a majority vote of the entire Committee, one of its members as Chair for the ensuing year, and the School Committee shall fill for an unexpired term any vacancy in the office of Chair that may occur. The Chair shall preside at all meetings of the School Committee and may vote on any matter to come before the Committee.~~
- ~~b. **Term Limit.** No member of the School Committee shall be eligible for election as Chair for more than two consecutive one-year terms. For purposes of this Section, election to an unexpired term of less than six (6) months shall not be considered a term.~~
- ~~c. **Removal.** The members of the School Committee may remove the Chair by a vote of three (3) members, after public notice, notice in writing to the Chair, and a public hearing. The Chair may elect to waive the requirements for public notice and/or a public hearing.~~

~~**4.5 Vacancy; Forfeiture of Office; Filling of Vacancies.** The office of School Committee member shall be deemed vacant or forfeited for the same reasons that the office of Selectman shall be deemed vacant or forfeited as provided in Section 2.10. If any vacancy shall occur, the vacancy shall be filled until the next regular election by appointment of the remaining members of the School Committee. At the next regular election, a new member of the School Committee shall be elected to serve for the remainder of the term, if any, of the member whose office became vacant or was forfeited.~~

ARTICLE V ADMINISTRATIVE ORGANIZATION AND DEPARTMENTS

Part 1. General Administration

5.1.1 Creation of Departments. The Board of Selectmen may, by resolution, establish Town departments, offices, boards, or agencies in addition to those created by this Charter or by an ordinance adopted at Town Meeting, and may prescribe the functions of all departments, offices, boards, and agencies, except that no function assigned by this Charter or by ordinance to a particular department, office, board, or agency may be discontinued or assigned to any other.

5.1.2 Direction by Manager. All departments, offices and agencies under the direction and supervision of the Town Manager shall be administered by an officer appointed by and subject to the direction and supervision of the Town Manager. All department heads shall be appointed by the Town Manager, and the Manager's appointment of the following administrative officers and positions shall be subject to confirmation by the Board of Selectmen:

- a. Animal Control Officer
- b. Building Inspector
- c. Code Enforcement Officer
- d. Emergency Management Director
- e. Fire Chief
- f. Health Officer
- g. Local Sealer of Weights and Measures
- h. Plumbing Inspector
- i. Police Chief
- j. ~~Road Commissioner/Road Foreman~~ Public Works Foreman
- k. Sleeper Dam Commission
- l. Tax Assessor
- m. Tax Collector
- n. Town Clerk/Voter Registrar/Deputies
- o. Treasurer
- p. Town Attorney
- q. General Assistance Administrator
- ~~p-r.~~ Transfer Station Manager

With the consent of the Board of Selectmen, the Town Manager may serve as the head of one or more of such departments, offices or agencies or may appoint one person as the head of two or more of them.

Part 2 Personnel Administration

5.2.1 Merit Principle. All appointments and promotions of Town officials and employees shall be made solely on the basis of merit and fitness demonstrated by examination, performance, or other evidence of competence.

5.2.2 Personnel Director. The Town Manager or his or her appointee shall be the Personnel Director, and the Personnel Director shall administer the personnel system of the Town, ~~with the exception of the School Department.~~

5.2.3 Personnel Rules. The Personnel Director shall prepare personnel rules not inconsistent with existing labor contracts. An administrative code of proposed personnel rules shall be submitted to the Board of Selectmen no later than two (2) years after the effective date of this Charter. The Board of Selectmen may adopt the proposed rules with or without amendment. These rules shall provide for:

- a. The classification of all Town positions, based on the duties, authority or responsibility of each position, with adequate provision for reclassification of any position by the Town whenever warranted by changed circumstances;
- b. A pay plan for all Town positions, including the compensation of the Planning Board, Board of Appeals, Budget Committee and Conservation Commission.
- c. Methods for determining the merit and fitness of candidates for appointment or promotion, or demotion or dismissal;
- d. Policies and procedures regulating reduction in force and removal of employees;

- e. Policies governing disciplinary measures such as suspension, demotion, or discharge, with provisions deemed necessary, if any, for presentation of charges, hearing rights and appeals;
- f. The hours of work, attendance regulations and provisions for sick and vacation leaves;
- g. Policies and procedures governing persons holding provisional appointments; and,
- h. Other practices and procedures for the administration of the Town personnel system.

Part 3. Tax Administration

5.3.1. Board of Assessment Review. There shall be a Board of Assessment Review consisting of three (3) members and two (2) alternates, appointed by the Board of Selectmen. Members shall be registered voters of the Town of Sabattus and shall serve for a term of three years or until their successors are appointed, except that initially, one member shall be appointed for one year, one member for two years and one member for three years, and one of the alternates must be appointed for one year and one alternate for two years. The Board shall annually elect from its membership a chairman and a secretary. The chairman shall call meetings, preside at meetings, and shall designate alternatives to serve in place of members who are absent or disqualified. The secretary shall maintain a record of all proceedings. The Board shall hear and decide all appeals properly taken from the refusal of the assessors to make property abatements that are asked for. If the Board fails to give written notice of its decision within 60 days of the date the appeal is filed, unless the appellant agrees in writing to further delay, the appeal shall be deemed denied. The Board's decision may be appealed in accordance with 36 M.R.S.A. §843. [Amended 11.06.2012]

Part 4 Town Clerk

5.4.1 Town Clerk. There shall be a Town Clerk appointed by the Town Manager who is confirmed by the Board of Selectmen pursuant to Section 5.1.2. He or she shall perform all duties and responsibilities provided for municipal clerks under the general law, under this Charter, and such other duties as the Town Manager may require.

Part 5 Other Boards and Agencies

5.5.1 Planning Board. There shall be a Planning Board consisting of five (5) members, serving staggered terms of three (3) years, appointed by the Board of Selectmen. Each Planning Board member shall be a qualified voter of the Town. The Planning Board shall annually elect one (1) of its members as its Chair. ~~No member may be elected to more than two (2) consecutive terms as Chair.~~ The Board of Selectmen may, but need not, provide for the appointment of two (2) associate members of the Planning Board. The Planning Board shall have such powers and perform such duties as are provided by the general law, this Charter, or ordinances duly adopted by the Town. Among other things, the Planning Board shall be responsible for evaluating and updating the Town's comprehensive plan, and shall annually review the capital program as provided for in Article VI.

5.5.2 Board of Appeals. Pursuant to the provisions of the general law, there shall be a Board of Appeals consisting of five (5) members serving staggered three (3) year terms, appointed by the Board of Selectmen. Each Board of Appeals member shall be a qualified voter of the Town. The Board of Appeals shall meet at least annually, and shall elect annually a Chair and a Secretary from its membership. The Board of Selectmen may, but need not, also appoint two (2) associate members to the Board of Appeals. The Board of Appeals shall have such powers and perform such duties as provided by the general law, this Charter, and the ordinances duly adopted by the Town. The Board of Appeals shall hear and review appeals of decisions of the Planning Board and the Code Enforcement Officer. [Amended 11.06.2012]

5.5.3 Budget Committee. There shall be a nine-member Budget Committee, six (6) elected by the registered voters of the Town and three (3) appointed by the Board of Selectmen, to staggered three-year terms, pursuant to Articles VIII, X, and XI of this Charter . If there are less than six elected members on the Committee in a given year due to a lack of qualified candidates for the position, the Board of Selectmen shall appoint the remaining members of the nine-member Committee. The Budget Committee shall meet at least annually, and shall elect annually a Chair from its membership. The Budget Committee shall review all budgets submitted in accordance with Article VI of this Charter and budget amendments after adoption proposed in accordance with Section 6.6 of this Charter and shall make recommendations to the Board of Selectmen thereon. The lack of such review or making of recommendations shall not be cause for delay of Board of Selectmen procedures, nor affect the validity of the adoption of the Annual Budget, any amendment thereto, or any budget article or appropriation properly adopted under this Charter.

5.5.4 Conservation Commission. The Board of Selectmen, as provided by general law, may appoint a Conservation Commission.

5.5.5 Sabattus Pond Dam Commission. Pursuant to the Interlocal Agreement between the Towns of Sabattus, Greene and Wales, the Board of Selectmen may appoint three Commissioners to the Dam Commission. One Commissioner shall be a Selectman and two Commissioners shall be residents of the Town.

5.5.56 Appointments Generally. Except if prohibited by the general law or this Charter, any qualified voter of the Town may be nominated for, or be appointed to, one or more Town boards.

Part 6 Vacancies

5.6 Vacancy; Forfeiture of Office; Filling of Vacancies. Positions and Offices on the Planning Board, Board of Appeals, Conservation Commission, Dam Commission and Budget Committee shall be deemed vacant or forfeited for the same reasons that the office of Selectman shall be deemed vacant or forfeited as provided in Section 2.10. If any vacancy shall occur on any of said multiple member bodies established under this Article, the vacancy shall be filled by the Board of Selectmen, provided that any vacancy in the position of an elected Budget Committee member shall be filled only until the next regular election, at which time a new elected member of the Budget Committee shall be elected to serve for the remainder of the term. If a new member of the Budget Committee is not elected in the next regular election due to a lack of qualified candidates for the position, the Board of Selectmen shall appoint a member as provided in Section 5.5.3.

ARTICLE VI FINANCIAL PROVISIONS

6.1 Fiscal Year. The fiscal year of the Town shall begin on the first day of July and end on the last day of June.

~~**6.2 Submissions of Budgets.** An "Annual Budget," comprised of the Department Budget, defined below, and the School Budget, defined below, shall be prepared, amended, and modified in accordance with the provisions of this Article.~~

6.2. Submission of Department Annual Budget; Budget Messages. On or before the first day of March each year, the Town Manager shall submit to the Board of Selectmen line item budgets for the budgets of the Town's administrative departments both in fiscal terms and in terms of programs for the ensuing fiscal year, which budgets shall constitute and be known as the "Department Annual Budget." The Department Annual Budget shall outline the proposed financial policies for the Town for the ensuing fiscal year, describe the important features of the respective budgets, indicate any major changes from the current year with respect to financial policies, expenditures, and revenues, and the reasons for the

same, summarize the debt position of the Town, and include such other information as the Town Manager believes to be desirable.

~~**Submission of School Budget; Budget Messages.** On or before the fifteenth day of April each year, the School Committee shall submit to the Board of Selectmen line item budgets for the ensuing fiscal year for the operation of the School Department, which budgets shall constitute and be known as the "School Budget." The School Budget messages accompanying the budgets shall explain the respective School Budget both in fiscal terms and in terms of programs. The School Budget shall outline the proposed financial policies for the School Department for the ensuing fiscal year, describe the important features of the School Budget, indicate any major changes from the current year with respect to financial policies, expenditures, and revenues, and the reasons for the same, summarize the debt position of the School Department, and include such other information as the School Committee believes to be desirable or that the Town Manager may request.~~

6.3 Budgets. The ~~Department Annual~~ Budget ~~and School Budget~~ shall provide financial plans for Town ~~and School Department~~ funds and activities for the ensuing fiscal year, and except as required by this Charter, shall be in such form as the Town Manager ~~and School Committee shall deem~~ advisable. In organizing ~~their respective~~ the budgets, the Town Manager ~~and the School Committee~~ shall use the most feasible combination of expenditure classification by fund, organizational unit, program, and purpose. The ~~Department Annual~~ Budget ~~and School Budget~~ shall ~~both~~ begin with a clear general summary of ~~their~~ ~~its respective~~ contents; shall show in detail all estimated income, shall indicate the proposed property tax levy, and shall set forth all proposed appropriations and expenditures, including debt service, for the ensuing fiscal year; and shall be so arranged as to reflect comparative figures for actual and estimated income and expenditures for the current fiscal year and actual income, appropriations, and expenditures for the preceding fiscal year. Without limiting the foregoing, the ~~Department Annual~~ Budget ~~and the School Budget~~ shall state separately:

- a. Proposed expenditures for current operations during the ensuing fiscal year detailed by offices, departments or agencies in terms of their respective work programs and the method of financing such expenditures; and
- b. Proposed capital expenditures for the ensuing fiscal year detailed by offices, departments, or agencies, when practicable, and stating the proposed method of financing each such capital expenditure.

6.4 Major Appropriations. No action by any municipal department or board which authorizes a lease or other contractual obligations, excluding collective bargaining agreements, which exceeds a term of twelve months and which requires an expenditure of Town funds in excess of one hundred thousand dollars (\$100,000.) shall be effective unless and until said action is first approved or subsequently ratified by the qualified voters in an article presented for consideration at Town Meeting.

6.5 Budget Establishes Appropriations. The Town Meeting shall adopt the Annual Budget. From the date of the adoption of the Annual Budget, the several amounts stated therein as proposed appropriations shall be and become appropriated to the several offices, departments and agencies for purposes therein named, subject to the requirements of law. Appropriations for items or services that include contractual obligations for annual payments over a period of more than one year shall only be appropriated one time. Annual payments for items or services that were previously approved and appropriated at Town Meeting shall not be placed on the warrant.

6.6 Amendments After Adoption.

- a. **Supplemental Appropriations.** If during the fiscal year, the Town Manager, ~~in the case of the Department Budget, or the Superintendent of Schools, in the case of the School Budget,~~ certifies that there are available for appropriation revenues from state or federal sources or from private gifts or bequests, or from other sources, in excess of those estimated in the Annual Budget, the Board of Selectmen ~~or School Committee, respectively,~~ may make supplemental appropriations

for the fiscal year up to the amount of the estimated excess.

- b. **Emergency Appropriations.** To meet a public emergency affecting life, health, property, or the public peace, the Board of Selectmen may make emergency appropriations. To the extent that there are no unappropriated revenues available to meet such an emergency, the Board of Selectmen may authorize the issuance of temporary notes, which may be renewed from time to time but which must be paid not later than the last day of the fiscal year following the year in which the emergency appropriation was made.
- c. **Reduction of Appropriations.** If at any time during the fiscal year it appears probable to the Manager that available revenues in the Department Annual Budget will be insufficient to fund the amount budgeted in a particular cost center account, he or she shall report to the Board of Selectmen without delay, indicating the amount of the anticipated deficit in that account, any remedial action which he or she has taken, and his or her recommendations regarding any further steps to be taken. The Board of Selectmen shall then take such further action as it deems necessary to prevent or minimize the effect of any deficit and, for that purpose, may reduce the sums appropriated in particular budget accounts within the Department Annual Budget to the extent of any unencumbered balance, except that no appropriation for debt service shall be reduced and no other appropriation-cost center account shall be reduced below the level required by law.
- ~~d. **Transfer of Line Item Appropriations.** Upon written request by the Town Manager, the Board of Selectmen may, after public hearing, transfer part or all of any line item balance within an appropriation accountcost center account, except debt service, to another line item within the same or any otheranother appropriation accountcost center account of the Department Annual Budget. Upon written request by the Superintendent of Schools, the School Committee may after public hearing, transfer part or all of any line item balance within an appropriation account, except debt service, to another line item within the same or any other appropriation account of the School Budget, provided that no written request of the Superintendent is needed if that position is vacant.~~

6.7 Lapse of Appropriation. Every general fund appropriation shall lapse at the close of the fiscal year to the extent that it has not been expended or encumbered, except that (1) the Board of Selectmen may, after public hearing, transfer such unencumbered or unexpended funds from a particular cost center operating account to the capital improvement and/or capital equipment account within the same cost center; and (2) an appropriation for a capital expenditure shall continue in force until the purpose for which it was made has been accomplished or abandoned. A capital expenditure is considered abandoned if five (5) years pass without any disbursement from or encumbrance of the appropriation.

6.8 Audit. The Board of Selectmen shall annually provide for an audit of the municipal finances for the preceding year by a qualified auditor.

6.9 Capital Program.

- a. **Submission to Board of Selectmen.** The Town Manager ~~and the School Committee~~ shall prepare and annually submit to the Board of Selectmen ~~and Planning Board~~ a five-year capital program on or before the first day of January-March.

b. **Contents.** The capital program shall include:

1. A general summary of its contents;
2. A list of the capital improvements proposed to be undertaken during the next five years together with documentation of need. "Capital improvement" shall mean any construction project or equipment purchase exceeding \$405,000, and any construction project or equipment purchase to be bonded or to be budgeted in more than one fiscal year.
3. Cost estimates, methods of financing, and recommended time schedules for each improvement; and
4. The estimated annual cost of operating and maintaining any new facilities.

c. ~~**Planning Board Review.** The Planning Board shall review the proposed capital program each year and forward its recommendations to the Board of Selectmen no later than the first day of February.~~

d. **Adoption.** The Board of Selectmen shall fix a time and place for holding a public hearing on the capital program, and shall give public notice of such hearing in accordance with the general law. The Board of Selectmen shall adopt the capital program with or without amendments after such public hearing; provided that any appropriations necessary to carry out the capital program must be approved as part of the Annual Budget at the annual Town Meeting.

6.10 Bond Issues. The Town may issue general obligation and revenue obligation securities for funding or refunding all or any part of its debt or for any purpose for which it may raise money in accordance with the general law.

6.11 Excise Tax Money. The Town shall use no more than 75% of the previous fiscal year's audited figure for receipt of excise tax money collected to reduce the tax rate. The balance of excise tax money collected and not used to reduce the tax rate shall be deposited into the road construction capital improvement account and shall be used for road building and maintenance. Only a vote of the legislative body may authorize the use of these funds for any purpose other than road building and maintenance.

6.12 Grants. The Board of Selectmen shall accept, on behalf of Town departments, offices, and agencies receiving them, all grants awarded to the Town and/or any of its departments. These may be in the form of private, commercial, or public grants of equipment or money. The Board of Selectmen shall allow the expenditure of such grants by direction of the appropriate department heads so long as matching local funds were not used in obtaining the awards. The Board of Selectmen shall retain control over any grants obtained with Town funds.

ARTICLE VII TOWN MEETING

7.1 Authority and Membership. Except as otherwise provided in this Charter, the legislative authority of the Town shall be vested in the Town Meeting. All registered voters of the Town shall be members of the Town Meeting and shall be eligible to vote on matters that come before it. A quorum to convene a Town Meeting shall be a minimum of twenty-five (25) registered voters, and a Moderator shall be elected only if a quorum is convened. The quorum must stand for the remainder of the business meeting. Except as provided for in this Charter, the calling of and proceedings at the Town Meeting shall be governed by

the general law.

7.2 Annual Town Meeting. The annual Town Meeting shall be held on a weekday evening during the time period between two weeks before and two weeks after Memorial Day. ~~either the weekend before the Memorial Day weekend or the weekend after~~, and the specific date, time, and place shall be decided by the Board of Selectmen and shall be announced in accordance with Section 7.3.

7.3 Notification, Posting and Public Hearings.

- a. Each Town Meeting shall be called by a warrant in accordance with the general law, except that the warrant shall be posted in a least three (3) conspicuous places at least fifteen (15) days before the Town Meeting.
- b. Copies of the Town Report, if any, and warrant for the Town Meeting shall be made available at the Town Hall at least fifteen (15) days before Town Meeting.
- c. All public hearings and notifications thereof shall be held in accordance with the general law.

7.4 Moderator. The Moderator of the Town Meeting must be a Town resident. The election and duties of the Moderator shall be done in accordance with the general law and the Moderator may rely on the Maine Moderator's Manual, published by the Maine Municipal Association, when appropriate.

7.5 Clerk of the Town Meeting. The Town Clerk shall serve as the Clerk of the Town Meeting, shall assist the Moderator in overseeing the voting and or the balloting, and shall preserve as public records all proceedings of the Town Meeting votes. The Clerk shall confirm all qualified voters and the method of eligibility of voters at Town Meeting, but if the Clerk is absent, the Board of Selectmen shall confirm all qualified voters and the method of eligibility of voters at Town Meeting

7.6 Warrant Articles.

- a. The warrant shall contain, in the form of articles, those items enumerated in Section 7.8. Articles may be placed in the warrant of the Town Meeting by majority vote of the Board of Selectmen, or by petition of registered voters in the Town equal in number to at least ten percent (10%) of the ballots cast in the Town in the last gubernatorial election. Each article concerning an appropriation shall contain the recommendation of the Budget Committee, if any is made, and the recommendation of the Board of Selectmen. Except for articles initiated by petition of the voters, the Board of Selectmen shall determine the wording and order of the articles in the warrant, subject to the limitations in subsection (b), below. The warrant must be signed by a majority of members of the Board of Selectmen. Warrant articles will be written "Capped" or "Close ended."
- b. **Ordinances.** An ordinance, which is to be voted on at Town Meeting, shall be presented as a warrant article by title only. The warrant article title of an ordinance may differ from its legal title but shall be a clear and concise statement regarding the substance of the measure without argument or slanting. Included in the article shall appear the following question: "To see if the Town will vote to adopt the _____ ordinance (in the form on file with the Town Clerk)." The Board of Selectmen shall ensure that there are a sufficient number of copies of any and all proposed ordinances available before and at the Town Meeting for voter review. An ordinance will be considered enacted by the Town Meeting upon approval by a simple majority of those voting.

7.7 Closing of the Warrant for Annual Town Meeting. No articles shall be allowed to be placed in the warrant for the annual Town Meeting less than thirty (30) days prior to the annual Town Meeting date.

7.8 Legislative Authority of Town Meetings. The Town Meeting shall act on all items legally before it including, but not limited to, the following warrant articles:

- a. The various appropriations and expenditure articles that comprise the Annual Budget or that are properly placed on the warrant at a special or annual Town Meeting;
- b. Warrant articles submitted by the Board of Selectmen or voter petition; and,
- c. Any other business deemed advisable by the Board of Selectmen.

7.9 Special Town Meeting. In addition to the manner and procedures for calling a special Town Meeting under the general law, a special Town Meeting shall be called pursuant to the provisions in Article IX, Parts 1, 2, and 4.

ARTICLE VIII NOMINATIONS AND ELECTIONS

8.1 Municipal Elections. The regular municipal election for members of the Board of Selectmen, ~~School Committee~~, Sabattus Sanitary and Water District Board of Trustees, and the elected members of the Budget Committee shall be held annually on the first Tuesday after the first Monday in November. All elections shall be conducted on a nonpartisan basis and without party designation on petitions and ballots. Except as otherwise provided by this Charter, the provisions of the general law shall govern the qualifications of voters, the registration of voters, the manner of voting, absentee ballots, the duties of election officers and all other matters relating to the preparation for, conduct and management of elections.

8.2 Nomination by Petition.

- a. **Petitions.** Candidates for Board of Selectmen, ~~School Committee, and~~ Sabattus Sanitary and Water District Board of Trustees and the elected members of the Budget Committee shall be nominated by petition. Any qualified voter of the Town may be nominated for election as a member of the Board of Selectmen, ~~School Committee, or~~ Sabattus Sanitary District Board of Trustees, or Budget Committee by a nomination petition containing the signatures of not less than twenty-five (25) nor more than fifty (50) qualified voters of the Town. Nomination papers shall be filed on forms provided by the Town Clerk. Each petition shall clearly indicate the office to which nomination is sought. The Clerk shall not issue nomination petitions more than thirty (30) days prior to the earliest date upon which the Clerk could legally accept a completed petition. The signatures on a nominating petition need not all be affixed to the same paper, but an affidavit that has been executed by the circulator shall be attached to each separate sheet of the petition. The circulator shall state in the affidavit the number of signatures on the paper, that each signature was affixed in the circulator's presence, and that the circulator believes it to be the genuine signature of the person whose name it purports to be. The petitioners shall sign their names in ink. Each signer shall indicate his or her street address next to his or her signature. The name and address of the signers and of the candidates do not have to be identical in form to the voting registration list as long as their identity can be clearly determined from the information provided. There is no limit on the number of petitions that may be signed by any one voter.

- b. **Filing and Acceptance.** All separate papers comprising a nominating petition shall be assembled and filed with the Town Clerk as a single document not earlier than eighty five (85) nor later than forty-five (45) days before the scheduled date of the election. If the 45th day falls on a Saturday, Sunday, or day recognized by the State of Maine as a legal holiday, the final filing date shall be the next regular business day. The Board of Selectmen may, on the recommendation of the Town Clerk, set a shorter time for filing nomination petitions in the case of special elections but under no conditions shall the time for circulating nominating petitions be less than ten (10) days nor the last filing day be less than fourteen (14) days before the day of the election. The Clerk shall note the time and date when each nominating petition is filed. No petition shall be accepted unless accompanied by a signed acceptance of the nomination by the candidate.
- c. **Certification of Validity.** Within five (5) business days after the filing of a nominating petition, the Clerk shall notify the candidate and the petition circulator whether or not the petition satisfies the requirements of this Article. If a petition is found to be insufficient, the Clerk shall immediately return it to the person who filed it together with a statement as to why it is insufficient. Within the regular time for filing petitions such a petition may be amended and filed again. The Clerk shall keep on file each petition found to be valid at least until the expiration of that calendar year.

8.3 Voting Place. The voting place(s) established for municipal elections shall be the same as those established for State elections.

8.4 Order of Names on the Ballot. When two or more candidates have been nominated for any elected office, the order of names on the ballot must be alphabetical by last name, in accordance with the general law.

8.5 Determination of Election Results. Each voter shall be entitled to vote for as many at large candidates as there are vacancies to be filled. Elections shall be determined by plurality vote. In case of a tie, a run-off shall be held between the candidates having an equal number of votes. The run-off election shall be held no later than thirty (30) days after the tie is officially declared.

8.6 Voting Machines. The Board of Selectmen may provide for the use of mechanical or other devices for voting or counting voters in a manner not inconsistent with state law, notwithstanding the provisions of this Charter regarding the form and content of paper ballots.

ARTICLE IX

SPECIAL TOWN MEETING AND RECALL

Part 1. General Provisions.

9.1.1 General Authority.

- a. **Special Town Meeting.** The qualified voters of the Town shall have the power to propose new ordinances or require the reconsideration of any adopted ordinance(s) by petitioning that a special Town Meeting be called pursuant to Part 2 of this Article, but the provisions of Part 2 shall not extend to the budget or capital program or any ordinance relating to appropriations of money, levy of taxes, or salaries of appointed officers or employees; provided, however, that ordinances relating to the salaries of elected officials are subject to the provisions of Part 2. The qualified voters of the Town shall have the power to request the reconsideration of any budget appropriation or article at a special Town Meeting pursuant to the petition provisions set forth in Part 4 of this Article.

- b. **Recall of Elected Officials.** The qualified voters of the Town shall have the power to recall any elected member of the Board of Selectmen, School Committee, Budget Committee, or Sabattus Sanitary [and Water](#) District Board of Trustees in accordance with the provisions set forth in Part 3 of this Article.

Part 2. Petitions on Ordinances.

9.2.1 Commencement of Proceedings; Petitioners' Committee; Affidavit. Subject to the limitations set forth in Section 9.1.1, any five (5) qualified voters of the Town may commence proceedings to call a special Town Meeting to consider a new ordinance or to reconsider an adopted ordinance by filing with the Clerk an affidavit stating that they will constitute the Petitioners' Committee and be responsible for circulating the petition and filing it in proper form, stating their names and street addresses, specifying the mailing address to which all notices to the Petitioners' Committee are to be sent, and setting out in full, or attaching the complete text of, the proposed new ordinance or the ordinance sought to be reconsidered. Promptly after the affidavit of the Petitioners' Committee is filed, the Clerk shall issue the appropriate petition blanks to the Petitioners' Committee.

9.2.2 Content of Petitions; Time for Filing.

- a. **Number of Signatures.** Petitions calling for a special Town Meeting must be signed by qualified voters of the Town at least equal in number to twenty-five percent (25%) of the total number of qualified voters of the Town who voted at the most recent Town Meeting.
- b. **Form and Content.** All papers of a petition shall be uniform in size and style and shall be assembled as one document for filing. Each signature shall be executed in ink and shall be followed by the street address of the person signing. Petitions shall contain or have attached thereto throughout their circulation the full text of the ordinance proposed to be enacted or sought to be reconsidered at the special Town Meeting.
- c. **Affidavit of Circulator.** Each paper of a petition shall have attached to it when filed an affidavit which has been executed by the circulator. The circulator shall state in the affidavit that the circulator personally circulated the paper, the number of signatures thereon, that each signature was affixed in the circulator's presence, that the circulator believes it to be the genuine signature of the person whose name it purports to be, and that each signer had an opportunity before signing to read the full text of the ordinance proposed or sought to be reconsidered. At any time prior to the issuance of the Clerk's certificate, a signer may have his or her name removed from the petition by filing with the Clerk a signed written request that this be done.
- d. **Time for Filing Special Town Meeting Petitions.** Special Town Meeting petitions for a proposed new ordinance may be filed at any time, but petitions for the reconsideration of an adopted ordinance must be filed within thirty (30) days after the date of the Town Meeting at which the ordinance sought to be reconsidered was adopted.

9.2.3 Procedure after Filing.

- a. **Certificate of Clerk; Amendment.** Within twenty (20) days after the petition has been filed, the Clerk shall complete a certificate as to its sufficiency, specifying, if it is insufficient, why it is defective. The Clerk shall promptly send a copy of the certificate to the Petitioners' Committee by mail. A petition certified as insufficient for lack of the required number of valid signatures may be amended once if the Petitioners' Committee files a notice of intention to amend it with the Clerk within two (2) days after receiving the copy of the Clerk's certificate and files a supplementary petition upon additional papers within ten (10) days after receiving the copy of such certificate. Such supplementary petition shall comply with the requirements of Section 9.2.2. Within five (5) days after it is filed, the Clerk shall complete a certificate as to the sufficiency of the petition as amended and promptly send a copy of such certificate to the Petitioners' Committee by mail as in the case of an original petition. If a petition or amended petition is certified as sufficient, or if a petition or amended petition is certified as insufficient, and the Petitioners' Committee does not elect to amend or request Board of Selectmen review under subsection (b) of this Section within the time required, the Clerk shall promptly present the certificate to the Board of Selectmen and the certificate shall then be a final determination as to the sufficiency or insufficiency of the petition, as the case may be.
- b. **Board of Selectmen Review.** If a petition or amended petition has been certified as being insufficient, the Petitioners' Committee may, within three (3) days after receiving the copy of such certificate, file a request that the Board of Selectmen review it. The Board of Selectmen shall review the certificate at its next meeting following the filing of such request and approve or disapprove it. The Board of Selectmen's determination shall then be a final determination as to the sufficiency of the petition, but said determination shall be subject to judicial review.
- c. **New Petition.** A final determination of insufficiency, even if sustained upon judicial review, shall not prevent the filing of a new petition for the same purpose provided that, in the case of a petition to reconsider an adopted ordinance, the new petition is filed within the time limits required in the case of an original petition.

9.2.4 Special Town Meeting Petitions; Suspension of Effect of Adopted Ordinance. When a petition to reconsider an adopted ordinance is filed with the Town Clerk, the ordinance to be reconsidered shall be suspended from taking effect, and such suspension shall terminate on the earliest to occur of the following events: (i) there is a final determination of insufficiency of the petition in accordance with Section 9.2.3 (a) or (b) hereof; (ii) the Board of Selectmen repeals the ordinance in the case where the ordinance was adopted by the Board of Selectmen; (iii) the Petitioners' Committee withdraws the petition according to Section 9.2.5(b); or (iv) the special Town Meeting acts on the petition to reconsider the ordinance.

9.2.5 Action on Petitions.

- a. **Action by Board of Selectmen.** When a petition filed under this part has been finally determined to be sufficient, the Board of Selectmen shall set a date for a special Town Meeting to be held not later than sixty (60) days after such determination, provided that the next annual Town Meeting is not scheduled to occur within ninety (90) days of such determination and the Board of Selectmen place the issue or article on the warrant of the next annual Town Meeting. The special Town Meeting shall be noticed in accordance with Section 7.3, and copies of the special Town Meeting warrant shall be made available at the Town office as soon as practicable, and shall be made available at the special Town Meeting.
- b. **Withdrawal of Petitions.** A petition filed under this Part may be withdrawn at any time prior to a final determination of sufficiency of the petition by filing with the Clerk a request for withdrawal signed by at least four (4) members of the Petitioners' Committee. Upon the filing of a request to withdraw the petition, the petition shall have no further force or effect and all proceedings thereon shall be terminated.

9.2.6 Results of Special Town Meeting.

- a. If a majority of the qualified voters voting on a proposed new ordinance at a special Town Meeting vote in its favor, it shall be considered adopted. If conflicting ordinances are approved at the same special Town Meeting the one receiving the greatest number of affirmative votes shall prevail and be deemed to be the ordinance adopted at the special Town Meeting. In the case of a petition to reconsider an adopted ordinance, if a majority of the qualified voters voting on a referred ordinance vote to repeal it, it shall be considered repealed.
- b. There will be a cooling off period of at least sixty (60) days between special Town Meetings, and the Board of Selectmen shall not call a special Town Meeting within sixty (60) days of another special Town Meeting called pursuant to the provisions of this Part 2, which acted on the same or a substantially similar issue or petition.

Part 3. Recall.

9.3.1 Recall.

- a. **Commencement of Proceedings; Recall Committee; Affidavit.** Any five (5) or more qualified voters may commence recall proceedings by filing with the Clerk an affidavit stating that they will constitute the "Recall Committee" and be responsible for circulating the recall petition and filing it in proper form, stating their names and street addresses, specifying the mailing address to which all notices to the Recall Committee are to be sent and setting out in full the name, address and office of the Board of Selectmen member, ~~School Committee member,~~ Budget Committee member or Sabattus Sanitary and Water District Board of Trustees member sought to be recalled and a statement detailing the reason or reasons therefore. Promptly after the affidavit of the Recall Committee is filed, the Clerk shall issue the appropriate petition blanks to the Recall Committee. Each petition shall be limited to the recall of one individual, however, the Recall Committee may request, circulate, and file more than one petition at the same time.
- b. **Petitions.**
 1. **Number of Signatures.** Recall petitions must be signed by qualified voters of the Town at least equal in number to fifteen percent (15%) of the total number of qualified voters of the Town who voted at the most recent gubernatorial election.
 2. **Form and Content.** All papers of a petition shall be uniform in size and style and shall be assembled as one document for filing. Each signature shall be executed in ink and shall be followed by the street address of the person signing. Petitions shall contain or have attached thereto throughout their circulation the full name, address and office of the person sought to be recalled and a statement detailing the reason or reasons therefore.
 3. **Affidavit of Circulator.** Each paper of a petition shall have attached to it when filed an affidavit that has been executed by the circulator. The circulator shall state in the affidavit that the circulator personally circulated the paper, the number of signatures thereon, that each signature was affixed in the circulator's presence, that the circulator believes it to be the genuine signature of the person whose name it purports to be, and that each signer had an opportunity before signing to read the full name, address and office of the person sought to be recalled and the statement detailing the reason or reasons therefore. At any time prior to the issuance of the Clerk's certificate, a signer may have his or her name removed from the petition by filing with the Clerk a signed written request that this be done.

4. **Time for Filing Recall Petition.** A recall petition must be filed within thirty (30) days of the first issuance of the petition blanks to the Recall Committee.

c. **Procedure after Filing.**

1. **Certificate of Clerk; Amendment.** Within twenty (20) days after the petition has been filed, the Clerk shall complete a certificate as to its sufficiency, specifying, if it is insufficient, why it is defective. The Clerk shall promptly send a copy of the certificate to the Recall Committee by mail. A petition certified as insufficient for lack of the required number of valid signatures may be amended once if the Recall Committee files a notice of intention to amend it with the Clerk within two (2) days after receiving the copy of the Clerk's certificate and files a supplementary petition upon additional papers within ten (10) days after receiving the copy of such certificate. Such supplementary petition shall comply with the requirements of Section 9.3.1(b). Within five (5) days after it is filed, the Clerk shall complete a certificate as to the sufficiency of the petition as amended and promptly send a copy of such certificate to the Recall Committee by mail as in the case of an original petition. If a petition or amended petition is certified as sufficient, or if a petition or amended petition is certified as insufficient, and the Recall Committee does not elect to amend or request Board of Selectmen review under subsection (2) of this Section within the time required, the Clerk shall promptly present the certificate to the Board of Selectmen and the certificate shall then be a final determination as to the sufficiency or insufficiency of the petition, as the case may be.
2. **Board of Selectmen Review.** If a petition or amended petition has been certified as being insufficient, the Recall Committee may, within two (2) days after receiving the copy of such certificate, file a request that the Board of Selectmen review it. The Board of Selectmen shall review the certificate at its next meeting following the filing date of such request and approve or disapprove it. The Board of Selectmen's determination shall then be a final determination as to the sufficiency of the petition, but said determination shall be subject to judicial review.
3. **New Petitions.** A final determination of insufficiency, even if sustained upon judicial review, shall not prejudice the filing of a new petition for the same purpose.
4. **Actions on Petitions.** The Board of Selectmen shall, within thirty (30) days following a final determination that the recall petition is sufficient, hold a municipal election for the purpose of submitting the question of recall to a vote of the qualified voters of the Town. Pending the outcome of the election, the elected official who is the subject of the recall petition shall continue to exercise all of the privileges of his or her office. An official shall be recalled when a majority of those voting thereon shall have voted in the affirmative so long as the total number of votes cast for and against recall is at least equal to thirty percent (30%) of the total number of qualified voters of the Town who voted at the most recent gubernatorial election. The Board of Selectmen shall within thirty (30) days after the voters have recalled an official hold a special election to fill the vacancy.

5. **Recall Ballot.** The ballot for recall shall contain the following question: "Shall (name of person being subjected to recall) be recalled from the office of (name of office)?" Immediately below such question shall appear in the following order the words "yes" and "no" and to the left of each, a square in which the voter may indicate his or her vote. No other information shall appear on the ballot.
6. **Candidacy of Incumbent.** An official who is recalled by the voters shall be allowed to seek re-election at the special election called for the purpose of filling the vacancy created by the recall by filing a notice with the Town Clerk that he or she wishes to have his or her name appear on the ballot. The request shall be filed no later than the fifteenth day preceding the election. The recalled official shall not be required to circulate a nomination petition. Other qualified voters who seek to fill the vacancy created by the recall shall have until the fifteenth day preceding the election to file with the Town Clerk a nomination petition as required by this Charter for a regular municipal election.

Part 4. Petitions on Budget Appropriations or Articles.

9.4.1 Commencement of Proceedings; Petitioners' Committee; Affidavit. This Part only applies to petitions to reconsider budget appropriations and articles. Any five (5) or more qualified voters of the Town may commence proceedings to call a special Town Meeting to reconsider budget article(s) by filing with the Clerk an affidavit stating that they will constitute the Petitioners' Committee and be responsible for circulating the petition and filing it in the proper form, stating their names and street addresses, specifying the mailing address to which all notices to the Petitioners' Committee are to be sent, and setting out in full the budget article(s) to be included in the warrant for special Town Meeting warrant. Promptly after the affidavit of the Petitioners' Committee is filed, the Clerk shall issue the appropriate petition blanks to the Petitioners' Committee.

9.4.2 Content of Petitions; Time for Filing.

- a. **Number of Signatures.** Petitions calling for a special Town Meeting must be signed by qualified voters of the Town equal in number to at least twenty-five percent (25%) of the total number of qualified voters that attended the most recent annual Town Meeting.
- b. **Form and Content.** All papers of a petition shall be uniform in size and style and shall be assembled as one document for filing. Each signature shall be executed in ink and shall be followed by the street address of the person signing. Petitions shall contain or have attached thereto throughout their circulation the full text of the budget article(s) to be included in the special Town Meeting warrant. Notwithstanding anything to the contrary herein, when a special Town Meeting is called pursuant to this Part 4, the budget appropriation(s), article(s), and amount(s) to be included in the special Town Meeting warrant shall not be larger than the amount proposed at the original Town Meeting.
- c. **Affidavit of Circulator.** Each paper of a petition shall have attached to it when filed an affidavit which has been executed by the circulator. The circulator shall state in the affidavit that the circulator personally circulated the paper, the number of signatures thereon, that each signature was affixed in the circulator's presence, that the circulator believes it to be the genuine signature of the person whose name it purports to be, and that each signer had an opportunity before signing to read the full text of the budget article(s) to be included in the special Town Meeting warrant. At any time prior to the issuance of the Clerk's certificate, a signer may have his or her name removed from the petition by filing with the Clerk a signed written request that this be done.

- d. **Time for Filing Special Town Meeting Petitions.** Complete special Town Meeting petitions must be filed with the Town Clerk within fifteen (15) days after the budget item being questioned was adopted.

9.4.3 Procedure After Filing.

- a. **Certificate of the Clerk; Amendments.** Within five (5) days after the petition is filed, the Clerk shall complete a certificate as to its sufficiency, specifying, if it is insufficient, why it is defective. The Clerk shall promptly send a copy of the certificate to the Petitioners' Committee by mail. A petition certified as insufficient for lack of the required number of valid signatures may be amended once if the Petitioners' Committee files a notice of intention to amend it with the Clerk within two (2) days after receiving the copy of the certificate and files a supplementary petition upon additional papers within five (5) days after receiving the copy of such certificate. Such supplementary petition shall comply with the requirements of Section 9.4.2. Within five (5) days after the supplementary petition is filed, the Clerk shall complete a certificate as to the sufficiency of the petition as amended and promptly send a copy of such certificate to the Petitioners' Committee by mail as in the case of an original petition. If a petition or amended petition is certified as sufficient, or if a petition or amended petition is certified as being insufficient and the Petitioners' Committee does not elect to amend or request Board of Selectmen review under subsection (b) of this Section within the time required, the Clerk shall promptly present the certificate to the Board of Selectmen and the certificate shall then be a final determination as to the sufficiency or insufficiency of the petition, as the case may be.
- b. **Board of Selectmen Review.** If a petition or amended petition has been certified as being insufficient, the Petitioners' Committee may, within two (2) days after receiving the copy of such certificate, file a request that the Board of Selectmen review it. The Board of Selectmen shall review the certificate at a Board of Selectmen meeting to be held within three (3) days following the filing date of such request and approve or disapprove it. The Board of Selectmen's determination shall then be a final determination as to the sufficiency of the petition, but said determination shall be subject to judicial review.
- c. **New Petition.** A final determination of insufficiency, even if sustained upon judicial review, shall not prevent the filing of a new petition for the same purpose if the new petition is filed within the time limits required in the case of an original petition under this Charter.

9.4.4 Special Town Meeting Petitions; Suspension of Effect of Budget Articles. When a petition for a special Town Meeting is filed with the Town Clerk, the budget article(s) adopted at a Town Meeting, which are to be included in the special Town Meeting warrant, shall be suspended from taking effect, and such suspension shall terminate on the earliest to occur of the following events: (i) there is a final determination of insufficiency of the petition in accordance with Section 9.4.3 (a) or (b) hereof; (ii) the Petitioners' Committee withdraws the petition according to Section 9.4.5(b); or, (iii) the special Town Meeting acts on the petitioned budget article(s).

9.4.5 Action on Petitions.

- a. **Action by Board of Selectmen.** When a petition for a special Town Meeting has been finally determined to be sufficient, the Board of Selectmen shall set a date for a special Town Meeting to be held not later than fifteen (15) days after such determination. The special Town Meeting shall be noticed in accordance with the general law, and the requirements set forth in Sections 7.3(a) and (b) shall not apply; provided, however, that an attested copy of the special Town Meeting warrant shall be posted in three conspicuous, public places in Town at least seven (7) days before the meeting, and copies of the special Town Meeting warrant shall be made available at the Town Office as soon as practicable and at the special Town Meeting.

- b. **Withdrawal of Petitions.** A petition for a special Town Meeting may be withdrawn at any time prior to a final determination of sufficiency of the petition by filing with the Clerk a request for withdrawal signed by at least four (4) members of the Petitioners' Committee. Upon the filing of a request to withdraw the petition, the petition shall have no further force or effect and all proceedings thereon shall be terminated.

9.4.6 Results of Special Town Meeting.

- a. **Budget Article(s).** If a majority of the qualified voters voting on a budget article at a special Town Meeting vote in its favor it shall be considered adopted, and shall be treated in all respects in the same manner as budget articles of the same kind adopted at the previous Town Meeting, so long as the total number of votes cast for or against the budget article at the special Town Meeting is at least equal to or greater than the number of voters at the previous Town Meeting at which the original budget article was adopted. If the special Town Meeting does not adopt a budget article(s) as provided herein, the original budget article passed at the previous Town Meeting will immediately take effect.
- b. If the Annual Budget, or any part thereof, has not been finally adopted on July 1, then the Annual Budget for the prior year, or part thereof corresponding with that being challenged, shall remain proportionately in effect until the final adoption of the Annual Budget, or the challenged part thereof.
- c. There will be a cooling off period of at least sixty (60) days between special Town Meetings called pursuant to this Part 4, and the time limit for the Board of Selectmen to set the date for which a special Town Meeting must be called shall be enlarged to the extent necessary so that the proscription in this subsection (c) will be satisfied.

ARTICLE X GENERAL PROVISIONS

10.1 Terms of Elected Officials. The terms of all elected officials shall begin on the first Tuesday after the first Monday in December and end on the first Monday in December. Every elected official shall serve for his or her prescribed term and thereafter, if necessary, until his or her successor is elected and qualified.

10.2 Oath of Office. Every officer of the Town shall, before entering upon the duties of that office, take and subscribe to the following oath or affirmation, which shall be filed and kept in the office of the Town Clerk: "I solemnly swear (or affirm) that I will support the Constitution and will obey the laws of the United States and of the State of Maine; that I will, in all respects, observe the provisions of the Charter and ordinances of the Town of Sabattus and will faithfully discharge the duties of the office of _____." This oath shall remain in effect for the term of office or appointment; or as mandated by state law.

10.3 Conflicts of Interest. If any elected or appointed officer, official, employee, or the spouse of any such person, has a substantial financial interest, direct or indirect, in any contract with the Town or in the purchase or sale of any land, material, supplies, or service to the Town or to a contractor supplying the Town, that person shall make known that interest and shall refrain from voting or otherwise participating in his or her capacity as an elected or appointed officer, official, or employee in making any such purchase or sale or in making such contract. Any such person who willfully conceals said financial interest or that of his or her spouse, or willfully violates the requirements of this Section shall be guilty of malfeasance in office or position and shall forfeit the same. Any contract made in violation of this Section shall be voidable by the Town.

10.4 Prohibited Activities.

- a. **Solicitation of Advantage.** No person shall directly or indirectly give, render, pay, offer, solicit, or accept any money, service, or other valuable consideration for any appointment, promotion, or proposed promotion to, or any advantage in, a position in Town government. No elected or appointed official or employee of the Town shall solicit or accept any valuable consideration from any person as an inducement to confer a special advantage upon that person in his or her dealing with the Town.
- b. **Political Solicitation.** No officer, official or employee of the Town shall solicit any contributions or services not relating to his or her employment from any Town employee whose compensation, tenure, job security, or other employment benefits are subject to the control or influence of the solicitor.
- c. **Nepotism.** No officer, official or employee of the Town shall ~~solicit a position or~~ solicit a position or participate in any employment-related decisions regarding ~~for~~ an immediate family member or relative.
- d. **Violations.** Violations of this Section shall be dealt with under Section 2.7 of this Charter and under any ordinance or personnel policy that the Town or Board of Selectmen may adopt.

10.5 Separability. If any provision of this Charter is determined to be invalid, the other provisions shall not be affected thereby. If the application of this Charter to any person or circumstances is held to be invalid, its application to other persons or circumstances shall not be affected thereby.

10.6 Repealing Clause. All acts and parts of acts of the private and special laws of Maine relating to the Town of Sabattus that are inconsistent with the provisions of this Charter are repealed.

10.7 Short Title. This Charter shall be known and may be cited as the "Sabattus Town Charter". The Clerk shall cause it to be printed and made available to the public.

ARTICLE XI

TRANSITIONAL PROVISIONS

~~**11.1 Effective date.** This Charter, if adopted by the Town of Sabattus voters in the general November, 2006 election, shall become effective on July 1, 2007, for all purposes, except that the transitional provisions for the purposes of conducting elections shall take effect immediately. The first local election held under the authority of this Charter will be on November 6, 2007, and the elected officials elected thereat will take office in December of 2007, as provided in Article X; provided that the Board of Selectman will call a special Town Meeting on or before February 10, 2007, to decrease the terms for the Short Term Selectmen, Trustees, and Members who will be elected at the general election on March 6, 2007, as required by Sections 11.2 and 11.3.~~

11.2 Board of Selectmen; Sabattus Sanitary District Board of Trustees. ~~The Board of Selectmen will not change, although the terms of each Board of Selectmen member will extend until the first December following his/her original end-of-term date, except for the members of the Board of Selectmen whose terms are set to expire on or about March 7, 2007 (the "Short Term Selectmen"). The term of the Short Term Selectmen will expire on or about March 7, 2007, and the Board of Selectmen shall call a special Town Meeting on or before February 10, 2007, to change the terms of the new Short Term Selectmen who will be elected on or about March 6, 2007, to serve as Selectmen only from March 7, 2007, until the first Monday in December of 2007. Further the Board of Trustees of the Sabattus Sanitary District will not change, although the terms of each Board of Trustees members will extend until the first Monday of the month of December following his/her original end-of-terms date, except for the members of the Board of Trustees whose terms are set to expire on or about March 7, 2007 (the "Short Term Trustees"). The term of the Short Term Trustees will expire as scheduled on or about March 7, 2007, and the Board of Selectmen shall call a special Town Meeting on or before February 10, 2007, to change the terms of the new Short Term Trustees who will be elected on or about March 6, 2007, to serve as trustees only from March 7, 2007, until the first Monday in December of 2007.~~

11.3 School Committee. ~~The School Committee will not change, although the terms of each member will extend until the first Monday of the month of December following his/her original end-of-term date, except for the members of the School Committee whose terms are set to expire on or about March 7, 2007 (the "Short Term Members"). The term of the Short Term Members will expire as scheduled on or about March 7, 2007, and the Board of Selectman shall call a special Town Meeting on or before February 10, 2007, to change the terms of the new Short Term Members who will be elected on or about March 6, 2007, to serve as School Committee members only from March 7, 2007, until the first Monday in December of 2007.~~

11.4 Budget Committee. ~~The current Budget Committee will remain in effect until the first election under this Charter. In November, 2007, voters will elect six (6) candidates to serve staggered terms of one, two, and three years (two candidates for each term) on the Budget Committee. The two receiving the highest vote totals will serve three (3) years, the candidates receiving the third and fourth highest vote totals will serve two (2) years, and the candidates receiving the fewest votes will serve one (1) year. In case of a tie, the Town Clerk will direct those involved to draw lots to see which candidate(s) win(s) which positions. Those members will take office in December of 2007. The Board of Selectmen will appoint three members, one to serve three (3) years, one to serve two (2) years, and one to serve 1 (one) year. In December of 2008, the Board of Selectmen will begin appointing one member each year for a three-year term. Also, in November of 2008, the registered voters of the Town will begin electing two (2) Budget Committee members each year. These members will serve three (3) year terms.~~

11.5 Budget. ~~The existing budget in effect at the time of the effective date of this Charter shall remain in effect and may be amended only as permitted by this Charter.~~

11.6 Town Manager. ~~The Board of Selectmen will appoint a Town Manager, after a due hiring process, on or before July 1, 2007, but the Board of Selectmen may initiate the hiring process any time after this Charter is adopted. The Board of Selectmen will determine an appropriate salary and any funds required for payment of such salary for the remainder of the fiscal year 2006-2007 will be taken out of general surplus, if necessary.~~

11.7 Existing Ordinances. ~~All Town ordinances, regulations, orders, or resolves in effect at the time of adoption of this Charter, not inconsistent with the provisions and/or intent of this Charter, shall remain in effect until amended or repealed; provided, however, that the Town's existing ordinance for the recall of elected officials titled "An Ordinance Providing for Recall of Elected Officials" is repealed.~~

11.8 Existing Officers and Employees. ~~All existing officers, board and committee members, department heads, employees and officials of the Town shall continue to serve until and unless replaced or removed as provided in this Charter.~~

~~11.9 Existing Contracts and/or Obligations.~~ ~~All rights, proceedings, prosecutions, and contracts of the Town or any of its departments pending at the time of acceptance of this Charter and not inconsistent with the provisions of this Charter, shall be enforced, continued, completed, or honored in all respects as though begun or executed hereunder.~~

~~11.10 Transitional Ordinances.~~ ~~The Board of Selectmen shall have the authority to enact emergency ordinances for which there is an urgent need in order to accomplish an orderly transition of Town administration. Action on such emergency ordinances shall require at least 48 (forty-eight) hours public notice. This authority shall expire on November 7, 2007.~~